

# PEER COACHING MODEL: COLLABORATION AT ITS BEST!



## AIS Diamond High School is Making it Happen!



**WE ARE** *The Academy for Innovative Studies-Diamond Campus High School. We are an alternative high school in Evansville, Indiana that serves students with behavioral and academic challenges-students with great potential!*

**OUR STUDENTS & FAMILIES** *We serve 206 students from across the EVSC. 91% of our students qualify for free or reduced lunch. Our population consists of 43% white/Caucasian students and 57% non-white.*

**OUR TEACHERS** *AIS Diamond High School has devoted teachers, administrators and support staff who work collaboratively with our community partners and IDOE Outreach Coordinator, Wendy Wells to help students reach their full potential.*

**OUR PROMISING PRACTICE** *The school principal identified two dedicated and innovative teachers and conducted professional development needs assessments of their skills. The teachers were then provided them with extensive and ongoing training. These two individuals, Laurie Mullins and Kendra Smith, are referred to as peer coaches. They have one 70 minute class period a day devoted to coaching their fellow teaching peers. Once a week, during this coaching time, they meet with the principal to monitor the progress of the school improvement plan, plan weekly professional development-both for self and teachers, and analyze teacher and student data.*

### OUR STEPS

- *Ensure the master schedule has flexibility to allow for an uninterrupted coaching period.*
- *Identify teachers who have the desire, willingness and skill set to serve as peer coaches.*
- *Conduct professional development needs assessment of coaches.*
- *Collaborate with IDOE Outreach Coordinator to create and implement a professional development plan to address identified needs of coaches.*
- *Ensure coaches' time is focused on instructional priorities aligned with school improvement plan.*
- *Ensure professional development provided to teaching staff is differentiated and based on skill set data analysis.*
- *Conduct walkthroughs to monitor teacher instructional practices.*

**IN OUR OWN WORDS** *"Working with AIS Coaches has been a highlight of my year. This coaching model exemplifies how high quality, interactive PD can be embedded regularly. Data from walkthroughs confirm growth in instructional strategies that are directly tied to SIP goals."-Wendy Wells, IDOE Outreach Coordinator*

*"I was fortunate this year to collaborate with a teaching coach. She is both a supportive and critical leader and I credit her for my growth and success as a teacher. My teaching practices have improved as she has helped me refine strategies to use in the classroom while also reassuring me that I am actually doing the right thing. It is so easy to be self-critical when your job is to change lives and when every second in classroom counts. A coach does not simply 'tell' others what to do; a coach will listen and inspire."-Kimberly McConnell, Language Arts Teacher*

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